



For children and adults
with support needs and
learning disabilities
and their carers

Gender Pay Gap

As an employer, The Action Group is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out various calculations that show the difference between the average earnings of men and women in our organisation. It does not involve publishing individual employee data.

For the purposes of understanding the statistics below, when we talk about the **mean average** this is when we have added up all the numbers and divided by how many numbers there are. The **median average** is the middle value when the numbers are listed in value order.

Below are The Action Group's results for the financial year 2016/17:-

1. The **hourly rates** of female staff at The Action Group are **2.73% lower (mean) / 6.97% lower (median)** than those of male members of staff.

These gender gap figures are much lower than the UK average as a whole and as such they demonstrate The Action Group's commitment to gender equality in our recruitment, reward, and career development processes.

2. The percentage of men and woman in each pay quartile is shown below:-

	Male	Female
Top Quartile (highest paid)	31.1%	68.9%
Upper Middle Quartile	37.8%	62.2%
Lower Middle Quartile	29%	71%
Lower Quartile (lowest paid)	27%	73%

Overall the figures do not indicate very significant discrepancies. However the slightly higher proportion of females in the lower quartile appears to have occurred because they are more likely to request Casual Support Worker contracts (which pay a fixed rate rather than an incremental scale) during recruitment. The Action Group is currently reviewing its use of Casual Support Worker contracts with the intention of encouraging more staff to accept permanent roles which allow for greater salary progression.

3. **Bonus pay** for female staff is on average **6% lower (mean) / 17.95% lower (median)** than that of male staff.
4. Bonuses were received by:
 - 62.18% of male employees
 - 51.54% of female employee

The only bonuses paid by The Action Group in 2016/17 were single payments of £400 to all permanent staff on the payroll (no matter what job role) on 31st October 2016, which were pro rata'd for part time staff. The average working hours of females working for The Action Group is 23 per week, while the same figure for males stands at 27 per week, therefore the latter tended to receive larger bonus payments. The explanation above in relation to females being more likely to take a casual contract also has an effect on this figure, since casual workers did not receive a bonus.

Our Conclusions

Calculating and reviewing our gender pay gap has been a revealing yet very positive experience for us. We are delighted to see that women amongst our workforce are encouraged to progress and develop their careers. (In fact, since July 2017 our entire Senior Management Team has been female!) A large part of this is due to The Action Group's policy of providing flexible working solutions to staff, and welcoming those who wish to work part time.

However, The Action Group's aim for the future is to eliminate our gender pay gap entirely. The Senior Management Team at The Action Group have agreed on an action plan to try and address issues which emerge from this report and we hope to make some progress within the financial year 2017/18.

If you would like any more details on how we intend to address gender pay gap issues then please contact the HR department who would be happy to talk to you.